

**Commission on the Status of Persons with Disabilities
Workforce Supports Subcommittee
Meeting Minutes**

Date of meeting: Monday, April 10, 2023

Start time: 12:00pm

Location: Virtual Meeting (Zoom)

| Members Participating Remotely | |
|--------------------------------|---|
| 1 | Angela Ortiz (Chair) – Director of Operations, Partners for Youth with Disabilities |
| 2 | Chris White – CEO & President, Road to Responsibility, Inc. |
| 3 | Andrew Levrault – Deputy General Counsel, Disabled Persons Protection Commission |
| 4 | Representative Kay Khan – Massachusetts House of Representatives |
| Members Not Present | |
| | |

| Action Items | | Person Responsible |
|--------------|---|---------------------|
| 1 | Reach out to ADDP, Providers' Council | Chris White |
| 2 | Reach out to The Arc, Disability Law Center, Home Care Alliance of MA | Angela Ortiz |
| 3 | Reach out to EOHSS | Andrew Levrault |
| 4 | Find Union and Boston Center for Independent Living contact | Imene |
| 5 | Coordinate listening sessions | Imene |
| 6 | Create list of questions for panelists | All members + Imene |

Welcome, Roll Calls, and Introductions

- Members welcomed each other. Imene introduced the new format of meetings being now via zoom webinar to allow constituents to leave questions, comments or concerns using the Q&A feature.
- Angela Ortiz provided an update. She is now the Director of Operations at Partners for Youth with Disabilities (PYD). PYD has been around since prior ADA. It provides capstone program mentoring for youth with disabilities, inclusive training for employers, training in schools. PYD has strong relationships with state agencies MRC, DDS. They use a Triangle framework: training, technical assistance and provide awareness. They hit all important area for youth with disabilities who want to reach full potentials and work with places of employment in creating more inclusive settings.

Election of Chair

- Andrew Levrault nominated Angela Ortiz to chair the subcommittee. The motion was seconded by Chris White and adopted unanimously.

Discussion of FY23 Subcommittee Goals

- Andrew Levrault suggested the subcommittee to conduct listening tours with different stakeholders to guide the subcommittee's work. The subcommittee would send out specific topic areas, but generally, it would relate to the scope, impact, and potential causes of the workforce crisis and any proposed short- and long-term strategies to address it.
- Members of the subcommittee would like to schedule these sessions with the following key stakeholders:
 - Boston Center for Independent Living
 - ADDP
 - The Arc
 - EOHSS
 - The Providers' Council
 - Home Care Alliance of MA
 - Agencies and providers providing home care
 - Disability Law Center
 - Unions SEIU
- Kathy Petkauskos who joined the webinar as a participant commented that she is interested to know more about the health and human service workforce crisis. any stats, data, or information.
- Chris White shared that there is a 27% vacancy rate across the human services spectrum, with spikes in certain geographic areas that are deserts.
- Representative Khan mentioned she has legislation around staffing. Nonprofit facilities are losing staff to state run facilities because salaries are higher. This legislation is co-sponsored with Senator Friedman.
- Angela would like to consider looking at all bills that cover workforce issues and how that tie into the legislative committee. There are some crossovers between what Workforce Supports subcommittee and Legislative and Budget subcommittee and figuring out how to work together in order to elevate workforce policies and bringing them to the Commission's attention and make sure the legislative committee has a pulse on them.
- Rep Khan shared that other caucuses prioritize some bills over others. Would like to know what the Legislative and Budget subcommittee is doing.
- Chris White sits on that committee; they're looking at databases. There are thousands of legislations. This committee has a good plan and handle on this. He prefers the Workforce Supports to not have a major focus on legislation because we may lose other work we can work on. Prominent bills should be communicated between members.
- Angela agrees to compartmentalize some work but also have some intersectionality between committees.
- Rep Khan mentioned the State House internship program from the Workability subcommittee report.

- Angela would like data points to be shared over 10 years to showcase the workforce from agencies, what short term and long-term creative solutions from the American Rescue Plan Act funding. What information already exists; what data is needed to understand areas more?
- Imene will reach out to EOHSS for data sharing.
- The plan forward would be to start with listening sessions and then put together a data request from agencies.
- Members suggested coming up with standard questions/topic areas to ask each group, which would include: scope of the problem, causes, impacts and recommendations, with a focus of short and long term recommendations.
- Chris shared that the workforce shortage has always been part of Human Services We are dealing with such a rapidly changed environment compounded with past generational issues the system couldn't respond in any ways to the changes post pandemic.
- Kathy Petkauskos shared that the disability employment committee hasn't talked about the internship opportunity yet. It was put on hold due to COVID. We should reach out to MRC. That subcommittee is also on exploring initiatives.
- Imene mentioned that she spoke with MRC to create in internship program for the Commission. MRC is also restructuring their internship program to include NextGen and young adults.

Scheduling

- The members of the subcommittee created a meeting cadence available on the Commission's website and as follows:
 - May 11, 2023 10-11
 - June 8, 2023 10-11
 - July 13, 2023 10-11
 - September 7, 2023 10-11
 - November 9, 2023 10-11

Adjournment